UNITED STATES OF AMERICA BEFORE THE NATIONAL LABOR RELATIONS BOARD

OLEAN GENERAL HOSPITAL

Employer

and

Case 03-RC-111355

COMMUNICATION WORKERS OF AMERICA, AFL-CIO

Petitioner

DECISION AND DIRECTION

The National Labor Relations Board has considered objections and challenged ballots to an election held October 25, 2013, and the Administrative Law Judge's decision recommending disposition of them. The election was conducted pursuant to a Stipulated Election Agreement. The tally of ballots shows 45 ballots cast for and 55 ballots cast against the Petitioner, with 18 challenged ballots, a sufficient number to affect the results.

No exceptions have been filed to the Administrative Law Judge's report within the time provided.¹ Accordingly, the Board adopts the Administrative Law Judge's findings and recommendations.²

¹ The parties have determined that they will not file exceptions to the Administrative Law Judge's Decision and Recommendation on Challenged Ballots and Objections.

² The Administrative Law Judge recommended overruling the Petitioner's objections. He also recommended overruling the challenges to the ballots of Mary Anne Bove, Anthony Titus, Matthew Barnard, Casey Belleisle, Donald Harris, Jr., Todd Oliver, Mary Grogan, Kristina Fries, Janine Ours, Lisa Cousins, and Andrea Keim.

DIRECTION

IT IS DIRECTED that the Regional Director for Region 3 shall, within 14 days of this direction, open and count the ballots of Mary Anne Bove, Anthony Titus,

Matthew Barnard, Casey Belleisle, Donald Harris, Jr., Todd Oliver, Mary Grogan, Kristina Fries, Janine Ours, Lisa Cousins, and Andrea Keim, thereafter prepare and serve on the parties a revised tally of ballots, and issue the appropriate certification.

Dated, Washington, D.C., May 20,2014.

By direction of the Board:

/s/Farah Z. Qureshi

Associate Executive Secretary